

City of Eugene
Human Rights Commission
Gender Identity Work Group

Transgender Issues Packet

Included in this packet:

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- Resources

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**Eugene Human Rights Commission
Gender Identity Work Group
GENDER IDENTITY TERMS**

Gender: a system of classification describing attributes commonly associated with maleness or femaleness. Masculine characteristics are typically associated with persons who have male bodies; feminine characteristics are typically associated with persons who have female bodies. The exact characteristics are culturally defined and therefore variable across cultures or across time.

Gender Identity: a person's view of their own gender, which includes aspects of a person's appearance, expression, or behavior. A person's gender identity may or may not conform to the conventional expectations for their assigned sex at birth.

For legal code language purposes, other municipalities and counties in Oregon have defined Gender Identity as "a person's actual or perceived sex, including a person's identity appearance, expression or behavior, whether or not that identity, appearance, expression or behavior is different from that stereotypically associated with the person's sex at birth."

Sexual Orientation: the romantic and sexual attraction a person feels to a particular gender or genders (gay, lesbian, heterosexual, or bisexual).

Gender Expression: the external presentation or appearance of a person's gender, such as dress, mannerisms, hair style, and speech. A person's gender expression may differ from their gender identity.

Perceived Gender: what another person assumes one's gender is in a given interaction. Some people's gender expression is commonly misinterpreted or confused and is different from their identity/expression.

Transgender: a generally accepted umbrella term describing anyone who exhibits characteristics of a gender that does not match their apparent or actual physical sex. The term can include people who are transsexual, crossdressers (transvestites), drag kings and queens, two-spirit people, and anyone who breaks gender boundaries, regardless of sex, gender identity, or sexual orientation. Sometimes the abbreviated word "trans" is used.

Gender Variant: someone whose combination of legal sex, birth sex, gender identity, gender expression, and perceived gender do not line up according to societal expectations. The term "genderqueer" may also be used, but "gender variant" is preferred by those not comfortable using the word "queer".

Transsexual: a medical term applied to those transgendered people who feel such incongruity between their body and their gender that they seek medical assistance in transforming their body to address the incongruity, regardless of sexual orientation.

Crossdresser: a person who is compelled to or enjoys wearing the clothing of the opposite sex on an occasional basis. Crossdressers are often heterosexual men. This behavior is often carried out in isolation, but many social clubs offer emotional support for crossdressers and their partners and may host events that provide an opportunity for people to socialize while experiencing the role of the opposite sex. The term "transvestite" has also been used, but is sometimes considered offensive.

Drag Queen and Drag King: one who crossdresses, usually for performance/entertainment. This term is used more frequently in lesbian-gay-bisexual communities.

Transgenderist: a person who lives full time in the gender of his or her choice (different from the body type) without desiring gender reassignment surgery. Some transgenderists consider themselves to be "non-operative" transsexuals. Transgenderists may or may not choose to take hormones to permanently alter their appearance.

Intersex: an individual whose biological and/or genetic traits at birth do not correspond with conventional concepts of male/female anatomy. Most people choose to refer to themselves as intersex rather than hermaphrodites. While some intersex people are also transgender, intersex people as a group have a unique set of needs and struggles.

Transition: the process of changing one's presentation and/or expression to align with one's gender identity. Some of these changes include name change, pronoun change, hormonal modifications, or surgery. Transition varies greatly across the transgender community, both in what people choose to change and when certain changes feel most comfortable.

Standards of Care: a set of guidelines formulated by the Harry Benjamin International Gender Dysphoria Association to determine when and how trans people may obtain hormones and sex reassignment, involving a period of psychotherapy, "the Real Life Test," and, if desired, hormones and/or surgery. Only recently have The Standards of Care been rewritten with advice and counsel from actual trans persons.

Hormone Replacement Therapy (HRT): the process of taking hormones to achieve the secondary sex characteristics of the desired sex.

Sexual Reassignment Surgery (SRS): surgery for the purpose of having a body more consistent with one's gender identity. SRS may be quite costly, and not everyone who desires SRS has equal access. Also known as Gender Reassignment Surgery (GRS).

Eugene Human Rights Program ADDRESSING COMMUNITY CONCERNS ABOUT GENDER IDENTITY

Much of the opposition in Eugene has been about the use of bathrooms and the notion that the proposed code will make it easier for male predators to pretend to be transgender so they may access women's bathrooms and assault women and/or girls.

- Over 25% of the U.S. population (including in the cities of Portland, Salem, Bend, Beaverton, and Lake Oswego and Multnomah and Benton Counties) live in areas with gender identity protection laws; this type of crime has not increased after these laws were added. No jurisdiction has removed these laws because of this happening.
- Oregon law currently does not prohibit men from entering women's bathrooms and vice versa. It is already legal for a man to enter a women's bathroom.
- The proposed code language would not change the fact that it is illegal to harass or assault another person in a bathroom or anywhere else.
- More crucially, 60% of people who are transgendered report being the target of harassment or violence. The incidence of people who are transgender committing violent crimes is extremely rare (less than .1%).

It has been said that no new construction will be needed to provide accommodations to transgendered individuals. How can we be sure that this won't be challenged?

- In the 70+ jurisdictions that have implemented this legislation, no company or place of public accommodation has been forced to construct or been sued for not constructing reasonable accommodations.
- It's widely understood in the legal community that construction is not a reasonable accommodation.

My religion says transsexuality is a sin.

- Our community includes people of many different faiths, some who believe that transsexuality is moral and some who do not.
- Regardless of a community member's opinion on the morality of transsexuality, transgender people deserve access to basic needs of survival such as housing, employment, public accommodation.

A person is either born male or female and that shouldn't be changed.

- The prevailing stance of the health care community is that people function significantly better when allowed to live in the gender with which they identify.
- While the origin and nature of gender variation is a subject of debate among scientists and mental health professionals, many experts in these communities believe that the desire to live in a gender different than the one was born into is perfectly valid.

This is such a small part of the population; why are we worrying about this?

- Even though the Eugene Human Rights Commission is aware, anecdotally, of approximately 100 people who identify as transgender who live and/or work in Eugene, it has every reason to believe that this number is higher.
- The numbers of people affected is much higher, as friends, family, and coworkers all deal with the repercussions of discrimination against people who are transgender.
- Equal protection is a right for a discriminated-against class of people regardless of the size of the population.

How do we ensure the safety of children in schools while also giving transgendered individuals access to bathrooms?

- Transgender children in our schools are at risk of harassment and violence without explicitly stated protections. Dropout rates for transgender youth are very high. A 2003 school climate survey reported that:
 - 24% of transgender students reported being physically harassed due to their gender expression,
 - 10% reported being physically assaulted due to gender expression,
 - 81% reported being sexually harassed, and
 - 79% reported feeling unsafe due to their gender expression.

Many of these same issues are echoed when talking with transgender youth in Eugene schools.

- No problems in schools have arisen in the other 77 jurisdictions that have adopted similar language.

Aren't transgender people already covered under sexual orientation?

- In almost all cases, courts have found that in jurisdictions that only protect on the basis of sexual orientation, it is still legal to discriminate against people who are transgender.

What is reasonable accommodation for transgendered individuals' use of bathrooms and locker and shower facilities? What are the specific guidelines?

- Reasonable accommodation depends on the specific nature of the public, gender-specific service and the resources available to the business or institution.
- Respectful policies allow transgender people to use the facility of their choice and, at the very least, the facility of the gender they are presenting.
- Some local businesses have used the following compromises:
 - Designate a specific private bathroom for the person(s) uncomfortable with those who are transgender
 - Grant access to a staff/faculty changing facility
 - Convert a single occupancy bathroom to a gender-neutral facility
 - Add a shower curtain around a portion of a bathing facility
 - Provide a privacy sign on a multiple-stall, sex-segregated bathroom

Eugene Human Rights Commission Gender Identity Work Group

TRANSGENDER ISSUES

(Note: The following discussion of transgender issues is not exhaustive. It would be impossible to address in a few pages everything faced by transgender people in their daily lives. The reader is encouraged to explore further. Many internet resources are available; please refer to resource information sheet.)

Employment

Transgender people often find it difficult to gain or keep employment, especially while transitioning. Work history, references, and degrees are often in a name associated with a different gender than the one they present. Some trans people have found it necessary to look for work without aid of their work history. Trans people who do not easily “pass” as the gender they intend to present often find it difficult to find work. Having different genders on personal documents can also present problems when acquiring a job.

Some trans people do not even have sufficient opportunity to build up a work history. High school drop out rates for transgender youth are unusually high, often the result of harassment and violence at school or being forced out of their homes by unsupportive parents.

An important part of transition is living true to one’s gender identity at work. Trans people are sometimes fired when they come out as trans at work, sometimes demoted or passed over for promotions, and sometimes harassed so much by coworkers that the work environment becomes too difficult to bear. Though approximately 25% of the U.S. population lives in areas where there is legal protection based on gender identity, this leaves a majority of people without such protection. One study in the urban U.S. found 19% of female-to-male and 60% of male-to-female trans persons were unemployed.

Health Care and Insurance

Fear and misunderstanding of transgender people are common, and the doctor's office is no exception. Few doctors understand the medical needs of transgender people. Finding doctors aware of the side-effects of taking cross-sexed hormones along with the effects of various surgeries such as removal of sex organs is difficult. In many geographical areas there are simply no doctors versed enough in the needs of transgender bodies to provide adequate care. Some doctors simply refuse to treat transgender people.

Even though medical insurance covers surgery, hormones, and counseling needs related to other medical conditions, almost all insurance companies explicitly exclude from their policies any sex reassignment surgeries, hormones, or counseling for transgender people. This means that people seeking medical transition must pay the costs themselves, which can be very expensive.

Insurance companies sometimes also deny benefits related to a transgender condition. For example, a female-to-male transgender person often cannot get coverage for a pap-smear if needed, because the insurance companies regard this as a “female” exam. Similarly a male-to-female transgender person may not have coverage for a prostate exam. Transgender people, whose bodies often have both male and female health concerns, must often pick whether they would rather have “male” or “female” coverage, leaving the other half of their body at risk.

Documentation

During transition, a transgender person may change his or her gender or name on many documents, including driver's license, birth certificate, social security card, passport, and/or student body card. Almost all require a fee to process the change; some involve a lengthy, complicated process of verification. Other changes require prohibitively expensive surgeries. Sometimes officials can even deny applications accompanied by letters from health care professionals confirming the validity of the requested change. Some transgender people do not have any documentation to prove their gender to someone questioning their right to access a gender-specific facility.

Policies that require documented proof of a trans person's gender can create barriers to those who cannot document their transition for reasons of income, self-monitored transition, immigration status, and a number of other situations.

Passing

Usually, the easiest way to gain respect and acknowledgement for being a given gender is to "pass." Passing means other people correctly perceive the gender a person is trying to present. For someone who wishes to pass, it is often easier to present a more stereotypical image of man or woman. For instance, a male-to-female transgender person often will pass more easily wearing a dress, long hair, and makeup rather than jeans, a t-shirt and short hair, even though many women look this way. Often transgender people need to make the difficult choice between living in their genders as they would prefer, including breaking some stereotypes, or being respected as their true gender.

Even transgender people who consistently identify with a certain gender may not always choose to pass as that gender for reasons of safety or employment, especially if they cannot always pass reliably. Policies that expect trans people to present full-time as their desired gender do not take into account the real-world danger that visibly trans people face on a daily basis.

Pronouns/Name Changes

Many transgender people use a name different than the one they were given at birth, or regularly use a pronoun different from the one they were given at birth. The pronoun may be different from what people would assume by looking at them. Trying to get friends, family, co-workers, and acquaintances to call them by the pronoun and name they prefer can be a difficult task.

Some transgender people who do not identify with being either man or woman do not feel comfortable with either "he" or "she" and use third gender pronouns such as "ze" (instead of he/she) and "hir" (instead of his/her). Trying to get people to acknowledge their third-gender identity can be painfully difficult.

Bathrooms and Locker Rooms

Transgender people need to use bathrooms and locker rooms. When a transgender person uses a bathroom labeled "men" or "women" it is possible that someone in the bathroom will question the transgender person's right to be there. Sometimes security is called or a non-trans person in the bathroom will respond in a disrespectful or even violent way.

Transgender people need to use the bathroom with which they are most comfortable. Asking them to use bathrooms they are not comfortable in exposes them to potentially dangerous situations and can create uncomfortable situations for others as well. For instance, a trans man who has taken hormones but not had any surgeries, will often have a muscular build,

a deep voice, and facial hair. To ask this man to continue to use the women's restroom exposes both the man and many women to a very uncomfortable situation.

Locker room use, where nudity may be an issue, can bring up embarrassment for transgender and non-transgender people alike. Businesses, health clubs, and schools often respond with alarm when they are asked to consider the needs of their transgender employees, customers, or students. It is important to remember that many cities, counties, and school districts have successfully implemented simple, inexpensive solutions that meet people's needs, while respecting the privacy and dignity of all concerned.

Dress Codes

Some schools, workplaces, and other groups or institutions have dress codes that are specific about what is considered inappropriate clothing. Having to wear clothing of a gender inconsistent with one's own gender identity can be humiliating. In many situations, not complying with a dress code that conflicts with someone's gender identity can cost them a job or put them at risk of harassment or assault.

Emergency Services

It is not uncommon for transgender people to face discrimination when using emergency services. Employees of EMS systems and hospital emergency rooms often do not understand the needs of transgender people, and may treat them with disrespect. There are reported incidents nationally where transgender people with immediate medical emergencies have been turned away from emergency care when it is discovered that they are transgender.

The last decade or so has seen an increased in police sensitivity to the transgender community, including increased visibility of transgender police officers. But the trans community has a history of suffering police brutality, and many trans people are apprehensive of police (and security) because of this history. Even as the sensitivity of police improves, it is important to remember that trans people have generations of reasons to be apprehensive.

Housing

Discrimination in housing is often experienced by transgender people. They are sometimes refused rental housing, and sometimes tenants are evicted when a landlord discovers they are transgender. Housing with sex-segregated facilities or sleeping arrangements, such as dorms, hostels, and shelters, can be very inaccessible to trans people. For instance, most homeless shelters have separate accommodations for males and females, and do not make any provision for transgender individuals. As a result, they are sometimes forced to share very public sleeping and bathing facilities with people whose gender is different from theirs, or they are refused entry altogether, creating unsafe situations. Even when homeless shelters have written policies in place for people to self-identify their gender, these policies are sometimes ineffective in meeting the needs of transgender people.

Jails and Prisons

Transgender people facing prison usually do not get to choose the facility (male or female) where they would feel most comfortable, potentially exposing them to dangerous situations. Often trans people are placed in solitary confinement where they have extremely limited access to prison resources as well as interaction with other people. While in jail, trans people are routinely denied access to hormones or other transgender-related medical care. Trying to begin transition in prison is nearly impossible.

Passports & Travel

A passport is one of the most difficult documents on which to change one's gender, as the application process requires the correct gender on many other documents. Some transgender people simply cannot travel outside the country at all. Others who travel with passports that state a gender other than the one in which they are living, are at extreme risk of being searched, harassed, or detained by border officials.

Recently, with increased airport security in the United States and Canada, transgender people traveling across borders are at increased risk of search, harassment, and detainment. Airport security has even been alerted that terrorists might cross-dress to disguise themselves, and has been encouraged to pull aside gender variant travelers.

The Standards of Care

Transgender people who desire medical transition must have a medical professional validate their gender identity. The guidelines used by most medical professionals to gauge who may or may not pursue medical transition are “The Harry Benjamin Standards of Care.” One of the most controversial provisions of these standards is the requirement that a psychotherapist must diagnose someone with “Gender Identity Disorder” or “Gender Dysphoria” before medical treatment can begin. Many people object to having their gender identity labeled as a psychological disorder. In addition, biases in the mental health community have made gaining approval for medical transition more difficult for people who want to transition in a way that might align with their cultural norms but that does not align with the limited Standards of Care guidelines.

Media and Entertainment

It is difficult to find affirming images of transgender people in the media and the entertainment industry. For the most part the images do not even exist, but where trans people do appear in media they are often portrayed as psychotic (*Psycho*, *Silence of the Lambs*), exotic (the “she-male” porn industry), or inherently funny. Images of female-to-male transgender persons are almost non-existent. More sympathetic images of trans people have emerged recently but it is still rare to see images of trans people made by trans people themselves.

News coverage of trans people is often disrespectful. Although Associated Press guidelines specify reporters should use the pronoun and name used regularly by an individual, the press frequently misidentifies trans people. Often a person's trans status will be published when it has no direct relevance to the story being covered, which puts the trans person at risk of harassment, violence, or loss of employment.

Bias Crimes and Violence

Bias crimes and violence against transgender people are common. Over thirty people are murdered every year in the United States as a result of anti-transgender hatred, with most victims being trans women of color. This number is much lower than the actual occurrence, as these hate crimes often go unreported. Transgender sex workers are especially vulnerable to brutality and insensitivity from both the public and the police. (For more information see RememberingOurDead.org.)

Transgender youth in the public school system face a very high level of harassment and violence. A recent school climate survey found that 81% of transgender high school students reported being verbally harassed due to their gender expression, 24% reported being physically harassed, and 10% reported being physically assaulted due to their gender expression.

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STATE AND NATIONAL LAWS AND ORDINANCES REGARDING GENDER IDENTITY NON-DISCRIMINATION

(**Note:** The information on these two pages was taken from the National Gay and Lesbian Task Force web pages at <http://www.thetaskforce.org/action/index.cfm>. The information on the reverse page can be found at <http://www.transgenderlaw.org/ndlaws/transinclusivelaws.pdf>)

Nationwide, more than five states, 70 cities, and 10 counties have passed legislation including gender identity protections in their human rights codes. See reverse side for detail.

Laws and Ordinances in Oregon

In Oregon, the following counties and municipalities provide legal protections based on gender identity in employment, housing, and public accommodations.

City of Beaverton, 2004

City of Bend, 2004

City of Bend NS 1926

[www.ci.bend.or.us/cityhall/packet/033104/Anti Discrimination ord.doc](http://www.ci.bend.or.us/cityhall/packet/033104/Anti%20Discrimination%20ord.doc)

City of Lake Oswego, 2003

City of Lake Oswego Civil Rights Article (City Code 34.22). Go to <http://www.ci.oswego.or.us/> and choose "City Attorney," then click on "City Code." A new window will open. Click on "City Code" again, and scroll down and click on Chapter 34, Crimes and Civil Violations. Scroll down and click on 34.22, Civil Rights.

City of Salem, 2002

City of Salem Human Rights Ordinance (City Code 97.005 to 97.900) available at:

http://www.cityofsalem.net/~scserv/HRRAC/ch_97.htm

City of Portland, 2001

City of Portland Civil Rights Ordinance (City Code 23.01.010-23.01.110) available at:

<http://www.portlandonline.com/auditor/index>

Multnomah County, 2001

Multnomah County Ordinance (County Code 15.340-15.346) available at:

<http://www2.co.multnomah.or.us/boardclerk/viewdetail.cfm?DocID=8333>

Benton County, 1998

Benton County Antidiscrimination Chapter (County Code 28.005) available at:

<http://www.co.benton.or.us/Codechapter28.pdf>

Percentage of Population

Approximately 27% of Oregonians reside in areas with local nondiscrimination protections based on gender identity. People who work in a protected area may live in an unprotected area, illustrating how individual civil rights in Oregon may be determined by one's zip code.

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U.S. Jurisdictions with Laws Prohibiting Discrimination on the Basis of Gender Identity or Expression

(source: www.transgenderlaw.org/ndlaws/index/htm)

Updated: 2/22/05

Totals:	
States:	5
Counties:	10
Cities:	61
Total:	76

2005:

- State of Illinois

2004:

- Albany, NY
- Austin, TX
- Beaverton, OR
- Bend, OR
- Burien, WA
- Miami Beach, FL
- Tompkins County, NY

2003:

- State of California
- State of New Mexico
- Carbondale, IL
- Covington, KY
- El Paso, TX
- Ithaca, NY
- Key West, FL
- Lake Oswego, OR
- Monroe Co, FL
- Oakland, CA
- Peoria, IL
- San Diego, CA
- Scranton, PA
- Springfield, IL
- University City, MO

2002:

- Allentown, PA
- Baltimore, MD
- Boston, MA
- Buffalo, NY
- Chicago, IL

- Cook County, IL

- Dallas, TX
- Decatur, IL
- East Lansing, MI
- Erie County, PA
- New Hope, PA
- New York City, NY
- Philadelphia, PA
- Salem, OR
- Tacoma, WA

2001:

- Denver, CO
- Huntington Woods, MI
- Multnomah Co., OR
- State of Rhode Island
- Rochester, NY
- Suffolk County, NY

2000:

- Atlanta, GA
- Boulder, CO
- DeKalb, IL
- Madison, WI
- Portland, OR

1999:

- Ann Arbor, MI
- Jefferson County, KY
- Lexington-Fayette Co., KY
- Louisville, KY
- Tucson, AZ

1998:

- Benton Co., OR
- Santa Cruz County, CA
- New Orleans, LA
- Toledo, OH
- West Hollywood, CA

- York, PA

1997:

- Cambridge, MA
- Evanston, IL
- Olympia, WA
- Pittsburgh, PA
- Ypsilanti, MI

1996:

- Iowa City, IA

1994:

- Grand Rapids, MI
- San Francisco, CA

1993:

- State of Minnesota

1992:

- Santa Cruz, CA

1990:

- St. Paul, MN

1986:

- Seattle, WA

1983:

- Harrisburg, PA

1979:

- Los Angeles, CA
- Urbana, IL

1977:

- Champaign, IL

1975:

- Minneapolis, MN

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HOW TO BE AN ALLY

Do use the pronouns preferred by the individual.

If you are not sure of the pronoun a person prefers, ask someone, such as a mutual acquaintance, who might know. That failing, it is okay to politely ask the person. Until you find out, tactfully talk around pronouns by using gender-neutral language (referring to the person by name, phrases like "that person," or "they").

It is impolite to ask invasive questions about a transgender person's body or past without permission. Even asking someone's former name is a potential source of embarrassment. Remember to respect people's privacy.

Any information you know about someone's transgender status is best kept in confidence unless the person has indicated otherwise.

Do assume you will make mistakes. If you make a mistake with pronouns or names, briefly correct yourself and move on. You may apologize, but not too profusely.

Do politely correct the mistakes of those around you, including incorrect pronouns, names, or other inaccuracies.

Do assume people who are transgender or gender variant are in the bathroom or locker room best suited to their identity.

Remember that transgender people have great diversity and are found in all walks of life. Do not presume to know anything about a transgender person's ethnicity, class, sexual preference, or marital status. Do acknowledge that every transgender person is coming from many different perspectives, not just one of gender variance.

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GENDER IDENTITY RESOURCES

This list represents only a small fraction of information available, but is a good starting point. Many of the web sites listed have links to additional sources. Internet searches using search engines such as Google and the keywords “transgender” or “gender identity” will also yield a wealth of information.

Warning: Please note that the Eugene Human Rights Commission and the City of Eugene do not endorse any of these sites or related links.

National Organizations

Transgender Law and Policy Institute

Current statistics and legislative history of transgender protections in government, schools, and employment. (www.genderlaw.org)

The National Transgender Advocacy Coalition

Information on current research, legal issues, lobbying efforts, and more. NTAC is a national civil rights organization working to reform societal attitudes and the law to achieve equal rights for the transgendered and other gender diverse individuals. (www.ntac.org)

Gender Public Advocacy Coalition

News, action alerts, recent accomplishments. GenderPAC works to end discrimination and violence caused by gender stereotypes by changing public attitudes, educating elected officials and expanding legal rights. (www.gpac.org)

Gender Education and Advocacy

Information services, educational materials, advocacy, training and technical assistance; advisories on issues such as airport security, silicone usage, and polycystic ovary syndrome affecting transgender people. (www.gender.org)

Intersex Society of North America

Information and advocacy for systemic change to end shame, secrecy, and unwanted genital surgeries for people born with an anatomy that is considered not standard for male or female. (www.isna.org)

PFLAG Transgender Network

Support, education, and advocacy for transgendered individuals, families, friends; offers inexpensive booklet, video, and book. (www.youth-guard.org/pflag-tnet)

Harry Benjamin International Gender Dysphoria Association

Standards of care for medical professionals treating transsexual individuals considering sex reassignment surgery. (www.hbgda.org/soc.v.6.html)

International Foundation for Gender Education

Education and Information Resources. (www.ifge.org)

Organizations in Oregon

Basic Rights Oregon

Grassroots, non-profit political organization working to end discrimination based on sexual orientation and gender identity in Oregon by building and mobilizing a diverse coalition of supporters. (www.basicrights.org)

Lane Gender Task Force

A peer-run support and resource network for Lane County residents who are transgender, transsexual, gender queer, or who no longer fully identify with the gender they were assigned at birth. (<http://members.efn.org/~lanegq/index.html>)

Books

There are many books and films available, both fiction and non-fiction, on the subject of transgenderism which accurately reflect the experiences of transgendered people. The Eugene Human Rights Commission and the City of Eugene do not recommend or endorse any specific book.

Kate Bornstein, Gender Outlaw

Jennifer Finney Boylan, She's Not There: A Life in Two Genders

Mildred Brown and Chloe Ann Rounsley, True Selves: Understanding Transsexualism-For Families, Friends, Coworkers and Helping Professionals

Jamison Green, Becoming a Visible Man (on female-to-male transpersons)

Sheila Kirk, M.D., Medical Legal, and Workplace Issues for the Transsexual

Gerald P. Mallon (Editor), Social Services With Transgender Youth

Janis Walworth and Michelle Kammerer, Transsexual Workers: An Employer's Guide

Janis Walworth and Michelle Kammerer, Working with a Transsexual: A Guide for Coworkers